



Creative Services, Inc.

Not **all** background checks are created equal.

Strategies Great Place To Work



Disclaimer

Information or resources provided during this session do not constitute legal advice and should not be relied on as legal advice. The content provided is for educational purposes only.



This discussion is about how to build high performing teams and how this impacts an organization's ability to become a “Great Places to Work” certified company. We will discuss creating “Great Place to Work” environments.



2021 Great Places to Work



At CSI, we cultivate a collaborative, creative and agile environment for our associates, and our clients, which allows for us to propel our company beyond today and into the future.



Attributes For A Great Place to Work

- Employee input
- Employee empowerment
- Diversity and Inclusion
- Excellent communication between management and staff
- A sense of family among team members
- Giving employees the freedom to learn and grow
- A culture of continuous improvement



Attributes of A Great Place To Work

- A Culture of Care. ...
- Promote Clear Definitions of Success. ...
- Leaders That Embrace a “Compass” Identity. ...
- Flexibility. ...
- Encourage an Intrapreneurial Mindset. ...
- Robust Non-Compensation Benefits. ...
- Stand for Something More. ...
- Ensure Your Employees are Working Well.



Programs to effect Great Places to Work

- Culture
 - Culture Statement
- Employee Retention
 - Programs to attract and retain employees
- Reputation
 - Choose the right programs
 - Role model
- Branding
 - Fits your culture
 - Fits your product
- Attracting to right people
 - Background checks
 - Similar philosophies and experience

How to Reduce Attrition

- Benchmark your employee retention rate
- Use proven retention strategies, not guesswork
- Don't assume employees are happy (foster a high-feedback environment)
- Implement a safe work environment
- Conduct exit interviews



Background Check Basics

- **Civil History Search**
- Consent Based SSN Check
- Credit History
- **Criminal History Search**
- Drug Screening
- Education Verification
- Employment Verification
- Social Media
- Fraud-FACIS
- Industry Debarment Lists
- Military History
- MVR Check
- Professional Licensing
- Reference Check
- Restricted Party Search
- **Sex Offender Registry**
- Social Security Trace



Marketing Great Place to Work

- Great Place to Work participants
 - Reach out and identify your synergies
- Literature
- Website
- Google Ad Words
- Social Media
- Media-Press Releases
- E-Mail Campaigns
- Word of Mouth

Thank You!



Contact us

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